



## Michigan National Organization for Women

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To: Members of the House Judiciary Committee  
Re: **House Bill 4192**  
Date: November 4, 2009

Greetings:

Michigan NOW urges the Michigan House Judiciary Committee to refer **House Bill 4192**. HB 4192 would prohibit discrimination on the basis of sexual orientation, gender identity or expression in employment, housing, public accommodations, public service, and educational facilities by amending the Elliott-Larsen Civil Rights

A negative climate for LGBT people has been set by passage of Proposal 04-02 banning gay marriages in Michigan. Civil rights protections are needed now more than ever.

**Michigan NOW congratulates Kalamazoo voters who yesterday added their city to other states and many cities in Michigan that have enacted civil rights protections for LGBT people.**

NOW is committed to fighting discrimination based on sexual orientation or gender identity in all areas, including employment, housing, public accommodations, health services, child custody and military policies. NOW is committed to educational efforts that combat the adverse effects of homophobia, promote positive images in the media and ultimately ensure civil rights protection for all. NOW asserts the right of lesbians to live their lives with dignity and security.

This can only happen if lesbians, gay, bi-sexual, or transgendered are protected by the laws of our state. Assuring remedies for LGBT people is not giving special rights, but assuring equal rights.

The National Organization for Women (NOW) is the largest, most comprehensive multi-issue feminist advocacy group in the United States. Our purpose is to take action to bring women into full participation in society — sharing equal rights, responsibilities and opportunities with men, while living free from discrimination.

Mary Pollock  
Legislative Vice President